



Company Policy and Integrated Quality



1. MANAGEMENT STATEMENT

The Management of Prebiomics S.r.l. defines this Company and Quality Policy as a guiding document of the Integrated Management System, which replaces any previous version of the company policy.

It reflects the context, strategies and values of the Organization, integrating the principles expressed in the Service Charter, and complies with the requirements of the standards:

- UNI EN ISO 9001:2015
- UNI EN ISO 15189:2024
- UNI EN ISO 14001:2015
- UNI ISO 45001:2018
- UNI EN ISO/IEC 27001:2022
- SA8000
- PdR 125 - Gender equality and the principles of diversity, equity and inclusion

2. GENERAL PRINCIPLES AND COMMITMENTS

Prebiomics invests resources daily to ensure customer satisfaction, regulatory compliance, and continuous process improvement. The company bases its business on the following principles:

- quality, reliability and traceability of the services provided;
- competence, confidentiality, impartiality and professional integrity of the staff;
- compliance with applicable legislative and regulatory requirements;
- protection of information and all data processed;
- health, safety and well-being of people;
- reducing the environmental impact of its activities;
- social responsibility, gender equality and inclusion, promoting a fair and respectful working environment.

Quality of service and customer orientation

The Organization applies controlled and validated processes, ensuring:

- technical competence of the staff;
- equipment and method control;
- traceability of samples and data;
- management of non-conformities, complaints and improvement actions.

Prebiomics is committed to:

- ensure equality and impartiality: services are provided equally to everyone, regardless of gender, race, language, or religion;
- ensure continuity of supply: any interruptions or delays are promptly communicated to users;
- respect the user's right to free choice;



- design services to ensure operational efficiency and effectiveness;
- provide support to users in defining the service and planning sequencing and data analysis activities.

Information security

The Organization protects the confidentiality, integrity, and availability of processed information and data, including scientific and genetic data, in compliance with ISO/IEC 27001 and applicable data protection regulations (GDPR, Legislative Decree 196/2003 as amended by Legislative Decree 101/2018, and provisions of the Guarantor), ensuring the safety of users and staff through risk management aimed at preventing errors and mitigating potential harmful effects.

Safety, health and environment

Prebiomics promotes safe, healthy and inclusive work environments by committing to:

- prevent accidents and occupational diseases;
- assess and manage health and safety risks;
- manage waste and resources responsibly;

Social responsibility, equality and inclusion

Prebiomics guarantees:

- respect for human and labor rights;
- fair and safe working conditions;
- gender equality and equal opportunities for growth;
- an inclusive and respectful work environment.

Implementation and continuous improvement

The Management ensures:

- definition of measurable objectives;
- performance monitoring;
- periodic review of the Company and Quality Policy;
- availability of adequate resources.

This Policy is communicated, understood and applied at all levels of the Organization and is made available to interested parties.

Trento, 30 October 2025

Prebiomics S.r.l.
The CEO
Enrico Fiorini